

Fair Registration Practices Report

Nurses (2012)

The answers that you submitted to OFC can be seen below.

This Fair Registration Practices Report was produced as required by:

- the Fair Access to Regulated Professions Act (FARPA) s. 20 and 23(1), for regulated professions named in Schedule 1 of FARPA
- the Health Professions Procedural Code set out in Schedule 2 of the Regulated Health Professions Act (RHPA) s. 22.7 (1) and 22.9(1), for health colleges.

Provision of Information About Registration Practices (1 / 13)

Describe how you make information about registration practices available to individuals applying or intending to apply for registration. Specify the tools used to provide information, and the manner in which you make that information available, current, accurate and user friendly in each of these subcategories:

a) steps to initiate the registration process

Website

Prospective applicants interested in applying for a Certificate of Registration with the College of Nurses of Ontario ("the College") may retrieve information about the registration process by accessing the College's website at www.cno.org. Upon opening the main webpage, applicants can select the "Become a Nurse in Ontario" tab, which provides comprehensive information about the initiation of an application for registration, including a specific section on "How to Apply". Here, prospective applicants can find information on the required application fees and any additional fees that may be requested during the administration of an application and all of the requirements for registration. The website also provides applicants with access to additional resources including Fact Sheets, Application Guides and FAQs. The FAQs are updated regularly as the College responds to various questions via phone or in writing.

The Internationally Educated Nurses guide contains links to assist prospective applicants throughout the application phase such as Creating Access to Regulated Employment (CARE), Canadian Association of Schools of Nursing (CASN), Health Force Ontario Access Centre, and Ontario Ministry of Health.

The Application Guides, Fact Sheets and the Application Form (Temporary Registration) are provided in printable form on the web site.

Community

The College participates in workshops held by Health Force Ontario for prospective and current international applicants.

College Staff attend various nursing conferences to answer questions from employers and prospective applicants. In addition, various teleconferences provided by Entry to Practice staff are scheduled to provide students within the Ontario educational system, information on Registering with the College and the Role of Self-Regulation.

Phone / Email

The web site contains phone and email contact information which provides direct contact with a Customer

Service Representative (CSR) by either email or phone (toll-free if call within Ontario).

The CNO has an inbound Call Centre with CSRs that can assist prospective and current applicants in answering their questions and collect basic demographic information for mailing an application package immediately, regardless of where the prospective applicant resides.

Walk-in

A prospective applicant that walks into the College can speak with a representative at the Customer Service Desk who will assist them with any information requests and provide them with printed copies of an application, supporting guide and other documents.

CSRs keep current on the registration process through regular team meetings and the maintenance of an internal WIKI - an internal web site that facilitates the easy creation and editing of internal documents and documented processes.

b) requirements for registration

Website

On the College's website, under the tab "Become a Nurse" and the section "How to Apply", applicants can choose the guide to registration that best corresponds to their registration request. Each guide contains a list of all the registration requirements, a definition of the requirement and documentation required to meet the requirement. Application guides are revised as soon as changes occur and content experts review the guides to ensure the information is current.

Phone / Email

Customer Service Representatives are well versed in the requirements and capable of discussing them with prospective applicants either on the phone or in an email response during business hours. Registration Administrators are also available to answer any questions by phone or by appointment. The Registration Administrator has responsibility for international applicant files and can respond to any questions regarding the status of the applicant's file.

Walk-in

CSRs are well versed in the requirements and can assist prospective applicants with their questions on the registration requirements.

c) explanation of how the requirements for registration are to be met, such as the number of years of schooling required for a degree to be deemed equivalent to an Ontario undergraduate degree, length and type of work experience, credit hours or program content

Registration requirements change infrequently as changes require approval of the government. The College is proactive in implementing a widespread communication strategy when changes are approved. This is to ensure that prospective applicants and applicants are updated on the changes and the impact these changes have on the registration process.

Documentation is modified whenever changes to the requirements or how they can be met are made. The website also gives applicants the opportunity to request application packages on-line.

Specific Requirements

1. Completion of an application and payment of the fee.
- forms and instructions available on the website.
2. Show proof of having completed an approved baccalaureate nursing program for Registered Nurses (RNs)

or a diploma practical nurse program for Registered Practical Nurses (RPNs) or an equivalent to a current approved Ontario program - listed on the website.

3. Successfully complete the examination or an approved equivalent exam within the allowable 3 writes.

4. Show proof of recent safe practice

- receipt of verification of employment and other employment information such as job description or letters of reference directly from an employer which will attest to the type of practice and character of the applicant.

- length of practice acceptable without review of the Registration Committee is 1,125 hours within the last 5 years

- graduation from a nursing program within the five years prior to registration.

- receipt of verification of program completion if completed within the past 5 years.

5. Show evidence of fluency in written and spoken English or French.

- evidence includes completion of a nursing program in English or French from specified countries or

- completion of specified fluency test with the minimum benchmark test scores.

6. Show evidence of registration in or eligibility for registration in the jurisdiction where the nursing program was completed.

- receipt of verification directly from the jurisdiction where the nursing program was completed.

7. Provide proof of Canadian Citizenship, permanent resident status, or authorization under the Immigration and Refugee Protection Act (Canada)

- evidence includes passport, work permit, certificate of citizenship, landed immigrant papers, permanent residence card, copy of Canadian birth certificate or certificate of Indian status.

8. Completion of Declaration of Registration Requirements.

- evidence includes self declaration of having a physical or mental health condition or disorder that may impact an applicant's ability to practise nursing safely, findings of guilt for criminal offenses, prior regulatory findings for or current involvement in proceedings for professional misconduct, incompetence or incapacity, denial or revocation of registration in any other jurisdiction.

- providing a Canadian Criminal Record Synopsis.

Note: Details of any declaration must be provided.

Applicants can obtain details of how to meet the program requirements from the CSRs or their assigned Registration Administrators (for Internationally Educated Nurses) by contacting the College in writing or by phone.

d) any education or practical experience required for registration that must be completed in Ontario or practice that must be supervised by a member of the profession who is registered in Ontario

The College has a current safe practice requirement, which is obtained through current clinical or non-clinical nursing practice or through verification of course completion. It is not a requirement that current safe practice needs to be completed in Ontario, and it is not a requirement for applicants to practice in Ontario prior to becoming registered in Ontario.

e) requirements that may be satisfied through acceptable alternatives

The College has 3 non-exemptible requirements -program, safe practice, and exam.

Specifically for

- Nursing Education Programs: an equivalence evaluation is completed by reviewing the applicant's initial nursing program. If the program is not deemed equivalent, an equivalence evaluation will be conducted to determine if the applicant's initial nursing program along with their additional education and/or work experience reveal that the applicant's nursing education, based on an evaluation of the Entry to Practice competencies

for the applicable category, is equivalent to the education provided to graduates of an Ontario program. Supporting documentation includes, where possible, transcript, program/course descriptions, job descriptions, attestations by employers and / or educators, and completion of a Competency Assessment Survey by the applicant (provides reflective practice examples as they relate to the entry to practice competencies)

- Evidence of Safe Practice: This requirement is also met through recent completion of the original nursing program; employer references and attestations are accepted as evidence; verification of registration in another jurisdiction is supporting evidence. Where applicants have not completed either their nursing program or actual nursing experience within the past 5 years, applicants can complete specified nursing education, which includes specified theoretical elements and specified clinical hours. The length and nature of the additional education is based on the number of years that the applicant was out of practice. For example, 5-10 years, vs. 10-15, 15 or more.
- Examination: Applicants must complete the examination administered by College. There are also exams approved equivalent by the Registration Committee such as the Quebec Professional Exam. Council has also approved various Nurse Practitioner exams.
- Fluency: Fluency can be demonstrated by completing the additional nursing education to meet the evidence of practice requirement or by having worked in a country that was listed as being English or French. In addition, multiple exams with minimum scores are accepted. There is no restriction on the number of times an applicant can write the exam.

If the applicant's submission is assessed and it appears that the applicant does not meet one of the registration requirements, the applicant is referred to the Registration Committee. Upon notice of referral to the Registration Committee, applicants are invited to submit any additional documentation to support their application. The Committee reviews all documentation to make their final decision.

If an applicant is having difficulty obtaining documents from an official source due to, for example, political unrest, environmental disaster, personal safety concerns in the source country, the College will accept a statutory declaration outlining the information missing that is relevant to the applicant's application. Prior to doing so, however, the College may attempt to obtain these documents on the applicant's behalf, when appropriate.

Changes in the acceptable alternatives are communicated through guides, websites or personal communication.

f) the steps in the assessment process

The steps in the assessment process are outlined on the website under the title "Becoming a nurse in Ontario". The documents received by the applicant are assessed to determine whether they meet the registration requirements identified in 1(c) outlined above. Assessment of the applicant's registration requirements begin when program information is received from the education facility. Also, assessment is not started on any one requirement until documents are received related to that requirement. As documents are received, they are evaluated to see if the requirement is met. If met the data base is updated with a 'met' flag, e.g. when a fluency test result meets the minimum mark expected the requirement is considered met. At this time the applicant is informed in writing that this requirement has been met and the status of any outstanding requirements.

While the guide provides applicants a comprehensive explanation of the process and necessary documentation required to apply for registration, applicants are provided official notification of their status in writing. They may receive additional updated information when contacting the College in writing, by phone or in person.

g) the documentation of qualifications that must accompany each application; indicate which documents, if any, are required only from internationally trained applicants

All applicants are required to meet the same requirements. Generally, all applicants provide the same information to the College. The nature of the documents required of any applicant will depend on the circumstances of their application. Ontario applicants provide verification of program completion but it is provided by the schools directly through their lists of those who have completed the program. However, all applicants must provide the required evidence to indicate they have completed a nursing program and meet the nursing education requirements. Applicants are informed in advance of process changes.

Changes in the acceptable alternatives are communicated through guides, websites or personal communication

h) acceptable alternatives to the documentation if applicants cannot obtain the required documentation for reasons beyond their control

Depending on the circumstances of a particular applicant's situation, the College may accept referrals from former instructors, information held by the applicant (i.e. printed diplomas) and a statutory declaration detailing the applicant's education and work experience. Also, the Registration Committee will review all information provided in assessing whether or not the applicant meets the requirements. Applicants are informed to contact the College when information is not available from the source.

As described above, if an applicant is having difficulty obtaining documents the College will accept a statutory declaration. Before this option is exercised, the College may attempt to obtain these documents on the applicant's behalf.

Changes in the acceptable alternatives are communicated through guides, websites or personal communication

i) how applicants can contact your organization

Applicants can contact the College by phone, in writing or in person, through the website or set-up an appointment for an on-site visit. Contact information is provided on the website and in any written communication to an applicant.

International applicants are assigned a specific Registration Administrator who functions as the applicant's case manager. The Registration Administrator manages the applicant's file until the application is processed. Applicants can contact the Registration Administrator during business hours in writing or by phone.

j) how, why and how often your organization initiates communication with applicants about their applications

The College initiates communication with applicants to confirm receipt of documentation received from the applicant. Applicants who request an application package and provide the requested documentation can expect a letter from the College confirming receipt of all documentation that was received from the applicant and all official sources.

The College will also provide a letter to the applicant regarding the status of their application and any outstanding requirements. This correspondence will also outline what additional documentation, if any, is required to complete an assessment and/or meet the requirements for registration. Applicant's that don't meet registration requirements will also receive a Registration Committee Notification letter and be provided with an opportunity to make written submissions to the Registration Committee.

Queries from applicants are responded to by the assigned Registration Administrator or a CSR.

Applicants are encouraged to contact the College in writing, by phone or in person if they have any questions or concerns.

Changes in the acceptable alternatives are communicated through guides, websites or personal communication

k) the process for dealing with documents provided in languages other than English or French

Change in process

The translation process

As of February 2012, applicants are informed through the website, guides, and other points of contact with the College, that documents submitted to the College as part of the application process must be in either English or French.

When the College receives an original document in a language other than English or French, it will provide the applicant with a copy of that document for translation once the document has been authenticated by the College as required.

The applicant may then choose one of several options: request a translated copy from the official source that created the document; request a translation from a consulate, high commission or embassy; or have the document translated by an accredited translator. This information is available on the College's website.

l) the role of third-party organizations, such as qualification assessment agencies, organizations that conduct examinations or institutions that provide bridging programs, that applicants may come into contact with during the registration process

The website identifies third party organizations and contact information for these organizations as they relate to specific requirements. In many instances detailed information regarding the third-party organizations function and processes are provided on the College's website. Applicants are also invited to visit the website of the third party if they desire additional information about their processes. As applications are processed, the College provides the applicant with current information on any third party that may be assessing the applicant's file.

m) any timelines, deadlines or time limits that applicants will be subject to during the registration process

The College's website provides timelines and deadlines as it relates to the assessment/registration process and this was updated as of March 2012. Processing times are provided when an applicant pays the application fee and sends in his/her application. Upon receipt of required documentation, the applicant will receive correspondence from the College indicating the timeframe in which their application will be processed.

Applicants will also receive correspondence indicating what deadlines they must meet to provide submissions to the Registration Committee if they choose to appeal their Registration Committee decision.

Information concerning examination timelines, deadlines and dates is available under the heading "Nursing Exams" which is accessible from the home web page tab "I am an Applicant". It is also communicated with the exam application. The information is sent out in the form of a letter. The applicant is also informed over the phone. The applicant is provided a timeline when they email the college by automated response.

n) the amount of time that the registration process usually takes

Processing times vary significantly with each applicant as information is required from third parties to verify applicant submitted information and if translation of documents is required. When an applicant has met all of the registration requirements and submitted an application for registration with the required fee the applicant can expect to be registered within 15 days.

Processing times are provided when an applicant pays the application fee and sends in his/her application. The information is sent out in the form of a letter. The applicant is informed over the phone by our customer service call centre. The applicant is also provided the timeline when they-email the college, corporate email box.

o) information about all fees associated with registration, such as fees for initial application, exams and exam rewrites, course enrolment or issuance of licence

This information is available on the website under "Become a Nurse in Ontario" in the section titled "Application & Membership Fees" and in the Bylaws.

This information is also available to anyone who contacts the College in writing, by phone or visits the College in person.

p) accommodation of applicants with special needs, such as visual impairment

The College accommodates applicants with special needs. Information about special accommodation required in writing the exam is available on the website under the Examination web-page in the "I am an Applicant" section of the website. Changes made to processes or updates are captured in the Examination fact sheets and the guides that accompany the application packages.

Special accommodation requests are made available directly on the registration examination applications. The exam administrator is then able to arrange for the applicant's specific request.

This information is also available to those that contact the College in writing, by phone or visits the College in person. Applicants with Special Needs can contact the College's Customer Service and they will be provided with directions as to what is required to obtain suitable accommodations.

Exam sites must be compliant with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA).

The College websites provides applicants with special needs information on how to access College resources. This information can also be accessed by contacting the College via writing, phone or personal communication.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

Documents submitted to the College as part of the application process must be in either English or French. When the College receives an original document in a language other than English or French, it will provide the applicant with a copy of that document for translation.

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Amount of Fees (2 / 13)

Are any of the fees different for internationally trained applicants? If yes, please explain.

Internationally educated nurse applicants are required to have their initial nursing program, additional education and work experiences (if applicable) evaluated to assess if the applicant's program is equivalent to that of a current Ontario program for either Registered Nurses (BScN) or Registered Practical Nurses (2 year diploma) or Nurse Practitioners.

Applicants applying from other provinces in Canada often do not require an assessment of their program because of schedule 2 Health Professionals Procedural Code in the Regulated Health Professions Act, SO 1991, c18 ("RHPA") that facilitates labour mobility.

The cost differential in the fees charged to internationally trained applicants is to allow for compensation of additional costs incurred by the College in assessing international applications which includes individual assessment of an applicant's specific program, additional education, evidence of safe practice and other registration requirements.

Ontario nursing education programs are assessed and accredited by bodies that have been approved by Council. As a result, Ontario graduates from an approved nursing program do not require individual assessment of their program. This process also applies to assessment of evidence of safe practice and fluency, as each requirement is met through their Ontario program.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

*** SAME AS LAST YEAR ***

No changes to registration processes have occurred in this year.

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Provision of Timely Decisions, Responses and Reasons (3 / 13)

a) What are your timelines for making registration decisions?

It takes 15 business days for an applicant to be registered provided that all the documents have been received by the College and the applicant has met all non-exemptible and exemptible requirements.

Within 20 weeks of submitting their application, paying the required registration fee and receipt of the applicant's program information, the applicant is assigned a Registration Administrator who will contact the applicant with detailed information regarding the status of their application and inform them of any outstanding requirements that they must meet to be eligible for registration.

Applications that do not meet a specific registration requirement as outlined in the regulations are referred to the Registration Committee (RC). A notice of referral is sent to the applicant by mail at least 30 days before the RC meets to review the application. The applicant can defer this referral to obtain any further information or documentation to support their submission. The applicant will receive the Registration Committee's decision and reasons within 30 days from the date of the Registration Committee's decision.

b) What are your timelines for responding to applicants in writing?

Applicants receive a letter within three weeks of the College's receipt of the application forms and payment of the required registration fees.

The letter informs the applicant that the College is in receipt of the applicant's application and identifies any documentation that the College requires to process their application.

The College issues a letter to the applicant informing them of the status of their registration within 20 weeks of receipt of the application, payment of the required registration fees and information about the applicant's initial nursing program.

A Registration Administrator responds to a letter or provides updates on request within 5 business days of the

request, on an average. Applicants who do not meet a registration requirements will receive a Notice of Referral indicating that their application is being referred to the Registration Committee. Simultaneously, the applicant will also receive a letter informing them that they have an opportunity to provide written submissions for consideration by the Registration Committee for which they have thirty days to submit. This is in accordance with the RHPA. Applicants who require additional time to gather and provide their written submissions are asked to contact the College to accommodate this request. The Registration Committee's decision and reasons are released to the applicant within 30 days of the Registration Committee meeting.

c) What are your timelines for providing written reasons to applicants about all registration decisions, internal reviews and appeal decisions?

Registration Committee orders along with their decision and reasons are mailed to the applicant within 30 days of the Registration Committee meeting where the review of the applicant's file occurred. The information sent to an applicant includes all information required to file an appeal. The applicant must file their appeal with a third party.

The applicant also receives a letter of direction from the Executive Director of the College indicating what steps will be needed to complete any outstanding registration requirements.

Where the Registration Committee finds that an applicant has met an outstanding registration requirement, the College ensures that this decision is sent to the applicant immediately so that the applicant can move forward with the registration process.

d) Explain how your organization ensures that it adheres to these timelines.

All submitted applications are stamped with the date of receipt and logged in the College's internal database.

The date the applicant pays the required registration fees is also logged in the College's internal database. The file is then organized by date of receipt of the application and payment of the application fee. College staff organize the applications by date of receipt of the applicant's application and payment of the required registration fees. Each activity that occurs with an applicant's file is tracked chronologically on the data base - physical file creation date; application referral to the Registration Committee date; communications to applicant dates, etc.

Reports on applications and their receipt date are run against the data base to ensure the timelines that are benchmarked are achieved. College designed spreadsheets also record the date of file creation to ensure files are assigned within twelve weeks of receipt of the file. Management reviews the timelines to address process issues.

Files are sent to the Registration Committee unless there is a request for an extension. All information is captured on the internal database and any information that is received from the applicant is physically date stamped.

Following each Registration Committee meeting, the College mails the Registration Committee's decision within 30 days from the date that their file was reviewed by the Committee.

Staff receive a report of the Registration Committee's decision and reasons in advance of the Registration Committee informing the applicant. This information is recorded. When the Committee's decision and reasons

are mailed, a record is kept in the College's internal database.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

*** SAME AS LAST YEAR ***

No changes in registration practices this year.

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Access to Records (4 / 13)

a) Describe how you give applicants access to their own records related to their applications for registration.

The regulation provisions indicate that the Registrar will provide a copy of the entire file to an applicant upon request. Sec 16. (1) of the Health Professions Procedural Code reads: "The Registrar shall give an applicant for registration, at his or her request, all the information and a copy of each document the College has that is relevant to the application."

Applicants who wish to review their file in person are encouraged to make an appointment with the Registration Administrator responsible for their file and review the file with them on site.

Applicants requesting a copy of their file must do so in writing. There are no fees associated with making such a request.

b) Explain why access to applicants' own records would be limited or refused.

Access to an applicant's record could be limited or refused if a determination is made that such release could jeopardize the safety of any person.

c) State how and when you give applicants estimates of the fees for making records available.

There is no fee for an applicant (someone who has an open file with the College) to request a copy of their file. Applicants are advised of the process when contacting the College by phone, in writing or in person.

d) List the fees for making records available.

There are no fees for requesting a copy of a file.

e) Describe the circumstances under which payment of the fees for making records available would be waived or would have been waived.

This is not applicable as there is no fee.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

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Resources for Applicants (5 / 13)

a) List and describe any resources that are available to applicants, such as application guides, exam blueprints or programs for orientation to the profession.

The following resources are available:

Guides:

- Examination and Initial Registration Handbook for graduates of an Ontario nursing program
- Registering as a Nurse in Ontario
- Registration in the Extended Class for Nurses in Ontario

Fact Sheets:

- Canadian Police Information Centre Criminal Record Check
- About the College of Nurses
- Preparing to write the Registered Nurse and Registered Practical Nurse examinations
- Am I Practicing Nursing
- Blue prints of the examination CPNRE (Canadian Practical Nurse Registration Examination) is available on the website of ASI (Assessment Strategies Inc.) www.cpnre.ca. The CNA is the national examining body. This information is identified in the College's Examination Guide.
- The Blue print of the CRNE exam is available for purchase from the Canadian Nurses Association, the national examining body. This information is identified on the College's website.
- Preparation exams and guides are also available from the Canadian Nurses Association for Registered Nurses and Assessment Strategies Inc for the Registered Practical Nurses examination. This information is available on the College Website.
- A detailed list of the Competencies that required for both Registered Nurses and Registered Practical Nurses are listed on our website.
- The College website provides links to Creating Access to Regulated Employment (CARE) and Health Force Ontario under the section "Become a Nurse", "how to apply", "outside Canada", "further resources".
- The College's website includes contact information for schools that offer Nursing Programs in Ontario.
- The Colleges website contains links to the organizations identified above.

- Representatives from the College participate in Community Outreach sessions, distribute and explain information relating to registration in Ontario.
- Applicants can have a meeting with a College representative and obtain guidance on filling out forms, courses to attend, etc.
- The national examination offices of CNA and ASI issue brochures regarding examination formats, duration, scoring, etc. They also have online prep guides that are published for the national examination for both categories. There are also "Readiness Tests" based on former examination questions that candidates can use in preparation for the writing of the examination.
- The Health Force Ontario Access centres provide applicants with information on routes to practice, counseling and support and even referrals to other third parties.

Email Correspondences:

An entry to practice email has been established to encourage prospective applicants, applicants, students, faculty, etc. to correspond with the entry to practice team looking for advice on any of the registration requirements, processes, or any other entry to practice related questions. These emails are answered by the most appropriate team member within five days of receipt.

b) Describe how your organization provides information to applicants about these resources.

Information is available on our website.

The College website contains information about the Ministry of Citizenship and Immigration website. In addition, the Ministry of Citizenship and Immigration website provides information on our website for the interactive fact sheets and other information.

This information is also provided to applicants that contact the College in writing, by phone or visit the College in person.

The application guide identifies some resources and also refers applicants to the College's website for contact information.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

*** SAME AS LAST YEAR ***

There have been no changes to registration practices this year.

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In this section, describe your internal review or appeal process. Some regulatory bodies use these two terms (*internal review* and *appeal*) for two different processes, some use only one of these terms, and some use them interchangeably. Please use the term that applies to your profession. If you use both terms (for two different processes), please address both.

a) List your timelines for completing internal reviews or appeals of registration decisions.

When the College is in receipt of all the required documents and the applicant is found by the Executive Director not to be registration eligible, the College provides the applicant with a Notice of Intention to refer their application to the next available Registration Committee. At that time, the College will also notify the applicant that they have thirty days to submit any additional documents they want reviewed by the Committee, in accordance with Section 15.3 of the *RHPA*.

Once the applicant's written submissions are received by the College, their file is then reviewed by the Registration Committee. If the applicant fails to provide any written submissions for review by the Registration Committee and does not attempt to communicate with the College, their file is referred to the Registration Committee within 6 months of the College sending out the Notice of Intention to refer the application to the Committee. An applicant is provided an opportunity to seek an extension to make written submissions.

In 2012, the Registration Committee and the Panel of the Committee met a total of 13 times to consider and review matters.

An order signed by the Chair of the Registration Committee is mailed out within 30 days of the committee meeting date.

i. State the number of internal reviews or appeals of registration decisions that exceeded your timelines.

When the Executive Director (Registrar) refers an applicant to the Registration Committee for a determination, a notice is provided in writing to the applicant. A decision is issued within 30 days of presentation to the Registration Committee.

As applications are presented only after due notification, applications are not delayed and therefore timelines are not exceeded for an internal review or appeal. The opportunity is provided to the applicant to provide any additional submissions and if an applicant wants additional time to obtain the information, an extension is granted.

In 2012, there were 6 cases where the College sent the applicant a decision issued by the Registration Committee beyond the 30 days outlined in the process above.

In these particular cases, decision letters were delayed by a couple of weeks to ensure that all the information to support the decision was included.

ii. Among internal reviews or appeals that exceeded your timelines, state the number that were from internationally trained applicants.

Of the 6 cases, 4 cases were internationally trained applicants whose responses were sent out beyond the 30 days outlined in the process above.

b) Specify the opportunities you provide for applicants to make submissions regarding internal reviews or appeals.

Applicants are provided the opportunity to submit additional information towards their application assessment through communication with their Registration Administrator, throughout the entire application process. If their application is referred to the Registration Committee, the assigned Registration Administrator works closely with the applicant in providing additional information that can be used to support their application for the committee to take into consideration during the review and decision. During the appeal process, the College participates in pre-hearing telephone conferences. The purpose of these conferences is to consider various matters that may enhance the applicant's submissions, which may include the need to provide additional information, facts or evidence to be taken into consideration either as a reassessment of their application or for Registration Committee future consideration.

c) Explain how you inform applicants about the form in which they must make their submissions (i.e., orally, in writing or by electronic means) for internal reviews or appeals.

Applicants are notified, in writing, that they may make written submissions to the Registration Committee within thirty days after receiving the Notice of Intention to refer their application to the Registration Committee.

This letter also provides the applicant with a staff contact if they have any questions or require any further clarification.

d) State how you ensure that no one who acted as a decision-maker in a registration decision acts as a decision-maker in an internal review or appeal of the same registration decision.

The Registration Committee is a statutory committee of the College and is comprised of elected members of the nursing profession, including Registered Nurses, Registered Practical Nurses and Registered Nurses in the Extended Class. There are also public members that are appointed to the Registration Committee. The Executive Director (ED) is not a member of the Registration Committee. The ED only refers the applicant to the RC and does not participate in the deliberations of the Registration Committee.

An appeal to the Health Professions Appeal and Review Board is an independent external process. Therefore, none of the people are involved in both decision-making processes.

e) Describe your internal review or appeal process.

An internal review occurs when the Executive Director:

- (a) has doubts, on reasonable grounds, about whether the applicant fulfills the registration requirements;
- (b) is of the opinion that terms, conditions or limitations should be imposed on a certificate of registration of the applicant and the applicant does not consent to the imposition; or
- (c) proposes to refuse the application.

As previously stated, the applicant receives notification the application is being referred by the Executive

Director to the Registration Committee and is provided an opportunity to provide any additional written submission that the applicant would like the Registration Committee to consider.

A registration administrator who is the contact for the applicant during the process prepares a referral profile that includes the written submissions. This referral document is presented to the registration committee and the file with the written submission.

The Registration Committee meets, considers the application and can order one or a combination of the following:

1. Direct the Registrar (Executive Director) to issue a certificate of registration.
2. Direct the Registrar to issue a certificate of registration if the applicant successfully completes examinations set or approved by the panel.
3. Direct the Registrar to issue a certificate of registration if the applicant successfully completes additional training specified by the panel.
4. Direct the Registrar to impose specified terms, conditions and limitations on a certificate of registration of the applicant and specifying a limitation on the applicant's right to apply under subsection 19 (1).
5. Direct the Registrar to refuse to issue a certificate of registration.

An order signed by the Chair of the Registration Committee is mailed out within 30 days of the committee meeting date. A notice of an order is required to be issued and that notice clearly lays out the appeal rights of an applicant against a decision of the Registration Committee.

The Executive Director (Registrar) of the College sends out a covering letter with the order of the Registration Committee that provides some direction to the applicant.

The Registration Committee also has powers to vary terms, limits and conditions on an application being presented before it.

The Appeal Process:

An applicant who has been provided a decision by the Registration Committee can request that the Board (Health Professions Appeals and Review Board) hold a review or a hearing. The applicant should make this request within thirty days of receiving notice from the Registration Committee. (<http://www.hparb.on.ca/>)

f) State the composition of the committee that makes decisions about registration, which may be called a Registration Committee or Appeals Committee: how many members does the committee have; how many committee members are members of the profession in Ontario; and how many committee members are internationally trained members of the profession in Ontario.

*** SAME AS LAST YEAR ***

The Registration Committee is comprised of ten members. The Chair is a Registered Nurse, two members are Registered Practical Nurses, two members are Registered Nurses, one member is a Registered Nurse in the Extended Class, and four members are public members. Two of the current members are internationally educated nurses.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

*** SAME AS LAST YEAR ***

There have been no changes in registration practices.

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Information on Appeal Rights (7 / 13)

This section refers to reviews or appeals that are available after an internal review or appeal. Describe how you inform applicants of any rights they have to request a further review of or appeal from a decision.

Applicants who receive a Notice of Order under section 20(1) of the Health Professions Procedural Code are provided with information on their right to appeal the Registration Committee's decision at the Health Professions Appeal and Review Board. The correspondence that the Applicant receives states that, in accordance with the RHPA, 1991, they have the right to require the Health Professions Appeal and Review Board ("Board") to hold a review of their application and the documentary evidence in support of it, or a hearing of their application.

They are also informed that, if they would like to have their matter reviewed by the Board, they are required to provide written notice to the Board and the Registration Committee within thirty days after they received notice of the Registration Committee's decision and their reasons.

They are also provided with copies of the relevant sections of the RHPA and Ontario Regulation 275/94 made under the Nursing Act. The Applicant is also provided with a College contact who they are encouraged to call if they have any further questions or inquiries about their file or the decision.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

*** SAME AS LAST YEAR ***

There have been no changes in registration practices this year.

Assessment of Qualifications (8 / 13)

This category covers your processes for assessing all qualifications, such as academic credentials, competencies, language ability or practical experience.

a) List the criteria that must be met in order for an applicant's qualifications to satisfy the entry-to-practice requirements for your profession.

To satisfy entry-to-practice requirements, the following qualifications in the areas of program, practice, examination and good conduct are listed. These requirements are from Section 5 – 11.1 of the Nursing Act. Listed below are the requirements for General Class and Extended Class.

Program requirements:

In the case of Registered Nurses to the General Class, the applicant:

- i. must have received a baccalaureate degree in nursing granted by a university in Ontario whose program was, at the time the applicant graduated, approved by a body or bodies designated by the Council or by the Council itself,
- ii. must have received a baccalaureate degree in nursing granted by a university in another province or territory in Canada that, at the time the applicant graduated, was, in the opinion of the Registration Committee, equivalent to the degree described in subparagraph i,
- iii. must have graduated prior to January 1, 2005 from a nursing program in another province or territory in Canada that was, at the time the applicant graduated, accepted by the regulatory body for nursing in that province or territory and been registered with that regulatory body or another regulatory body for nursing in a province or territory in Canada in an equivalent class prior to January 1, 2005,
- iv. must have graduated from a nursing program outside Canada that the Registration Committee determines was, at the time the applicant graduated, equivalent to a nursing program in Ontario that is currently approved in accordance with subparagraph i, or
- v. must have graduated from a nursing program other than one referred to in subparagraph i, ii, iii or iv and must also satisfy the Registration Committee that he or she has obtained additional nursing education or experience that, together with the education provided by the nursing program from which he or she graduated, is equivalent to the education provided by a nursing program in Ontario that is currently approved in accordance with subparagraph i.

In the case of Registered Practical Nurses to the General Class, the applicant:

- i. must have received a diploma in practical nursing granted by a College of Applied Arts and Technology in Ontario whose program was, at the time the applicant graduated, approved by a body or bodies designated by the Council or by the Council itself,
- ii. must have received a diploma in practical nursing granted in another province or territory in Canada that, at the time the applicant graduated, was, in the opinion of the Registration Committee, equivalent to the diploma described in subparagraph i,
- iii. must have graduated prior to January 1, 2005 from a practical nursing program in another province or territory in Canada that was, at the time the applicant graduated, accepted by the regulatory body for practical nursing in that province or territory and been registered with that regulatory body or another regulatory body for practical nursing in a province or territory in Canada in an equivalent class prior to January 1, 2005,
- iv. must have graduated from a practical nursing program outside Canada that the Registration Committee determines was, at the time the applicant graduated, equivalent to a practical nursing program in Ontario that is currently approved in accordance with subparagraph i,
- v. must have graduated from a practical nursing program other than one referred to in subparagraph i, ii, iii or iv and must also satisfy the Registration Committee that he or she has obtained additional practical nursing education or experience that, together with the education provided by the practical nursing program from which he or she graduated, is equivalent to the education provided by a practical nursing program in Ontario

that is currently approved in accordance with subparagraph i, or
vi. must have graduated from one of the nursing programs referred to in paragraph 1 of subsection (1) or paragraph 1 of subsection (1.1) and must also satisfy the Registration Committee that he or she has obtained additional practical nursing education or experience that, together with the education provided by the nursing program from which he or she graduated, is equivalent to the preparation provided by a practical nursing program in Ontario that is currently approved in accordance with subparagraph

In the case of Registered Nurses to the Extended Class, the applicant:

- i. must have graduated from an Ontario university program for preparing registered nurses for a specialty in the extended class which program was, at the time the applicant graduated, approved by Council,
- ii. must have graduated from a university program in another province or territory in Canada or one of the United States of America for preparing registered nurses for a specialty in the extended class which program was, at the time the applicant graduated, approved by Council,
- iii. must have graduated from a university nursing program that the Registration Committee is satisfied was, at the time the applicant graduated, equivalent to a current Ontario university program referred to in subparagraph i, or
- iv. subject to subsection (4), must have graduated from a nursing program other than one referred to in subparagraphs i, ii or iii and satisfied the Registration Committee that he or she has obtained additional nursing education, training or experience that, together with the education provided by the nursing program from which he or she graduated, is equivalent to the education currently provided to a graduate of an Ontario university program referred to in subparagraph i.

The following must also be demonstrated by the applicant:

1. Evidence of recent practice
2. Successful completion of an examination for the specific class/specialty;
3. Evidence of fluency in English and French - Policies have been established to determine if the applicant meets this requirement; (The applicant has the opportunity to be reviewed by the Registration Committee)
4. Authorization to work in Canada;
5. Evidence of registration in or eligibility for registration in the jurisdiction where the nursing program was completed;
6. Completion of Declaration of Registration Requirements

Applicants are evaluated based on the entry to practice competencies (particular to each category of nurse - RN or RPN) which are listed on the website.

b) Describe the methodology used to determine whether a program completed outside of Canada satisfies the requirements for registration.

If the Applicant's educational program has not previously been assessed by the College and it was completed outside Canada, the College reviews the Applicant's transcripts and course descriptions to determine whether they meet the program requirement. The College carries out a paper-based competency assessment, based upon the entry to practice competencies to make this determination.

If the assessment finds that the education requirement is met, the applicant is deemed eligible to apply to write the registration exam. If the applicant's program is assessed as not meeting the educational requirement based on the education program alone, the applicant is requested to provide any additional education and/or work experience information to the College.

If the applicant has no other education or experience, the file is referred to the Registration Committee for review and decision.

If the applicant does have additional education and/or work experience, their file is reviewed and an entry to practice competency assessment is performed to determine if that this additional information enables them to meet the program requirement. If the assessment finds that with the additional education and/or experience

the applicant meets program, the applicant is deemed eligible to apply to write the registration exam.

If the assessment finds that despite the additional education and/or experience, the applicant continues to not meet program, they are provided with a Competency Assessment Survey (CAS) for them to further describe through reflection of their educational program and/or working experiences, evidence of how they demonstrate the entry to practice competencies. If assessment of the CAS finds that the applicant meets the program requirement, they are deemed eligible to write the registration exam. However, if assessment of the CAS finds that the applicant does not meet program requirement, the file is referred to the Registration Committee for review and decision.

The file and the assessment are sent to the Registration Committee for a decision. The decision is to either:

- register the applicant, or
- register the applicant with terms, limitations or conditions imposed on the certificate, or
- refuse the applicant, or
- refer the application back to staff for further information.

All applications referred to the Registration Committee are reviewed for program equivalency in two ways:

1. to determine if the applicant's basic program meets the education requirement, and if it does not,
2. to assess if their nursing experience and additional education along with the basic nursing program are equivalent to the education requirement.

c) Explain how work experience in the profession is assessed.

At the time of successfully completing all other requirements for registration as a registered nurse in the general class or at the time of application whichever is later, the applicant will have to meet the safe practice requirement.

For applicant's work experience to be accepted, the College requires verification of registration directly from the jurisdiction (province, territory or country) where the applicant worked as a nurse, or is eligible to be registered, licensed or certified.

The College requires verification of registration from any other jurisdictions where the applicant has ever been registered or licensed, or still are, registered, licensed or certified as nurses.

Graduation from an approved Registered Nurse or Registered Practical Nurse program within the last five years, is considered as evidence of recent safe practice.

If the applicant has worked as a nurse outside Ontario, the College requires evidence of recent safe nursing practice, such as a reference from the most recent employer verifying that the applicant worked a minimum of 1,125 hours in nursing within the previous five years.

Applicants are required to request their employer(s) to complete the Verification of Employment and Reference (B-4) form that is included in the application package. This form must be received directly by the College from the employer.

The 1,125 hours of nursing practice does not have to be Canadian experience. In addition, this requirement is flexible, and applicants with less than 1,125 hours of nursing experience will be assessed individually by the Registration Committee.

If the College receives verification that an applicant does not meet the recent safe practice requirement, the file is referred to the Registration Committee for a decision. Guidelines have been provided by the Registration Committee to staff to direct an applicant who does not meet safe practice requirements, e.g. if an applicant has been out of practice for over 5 years, the guidelines provided for certain courses both theory and clinical practice to be completed. Completion of such directed study would be considered as having met the practice requirement. If the applicant does not wish to complete the study the option is available to the applicant to have the file reviewed by the Registration Committee.

If the applicant's demonstrated five years of safe nursing practice ends before he or she passes the registration examination, the applicant may still attempt the exam but is required to complete additional education before becoming eligible to register.

An applicant who has not worked in nursing in the past five years and completed a nursing program more than five years ago is required to complete additional education. The length of the study required is based on the number of years since the applicant last practised nursing.

The requirements for registration in the Extended Class is that the applicant will have to show evidence of a minimum of two years of safe experience, of which one year has to be in advanced practice.

The amendments to the *RHPA* to incorporate the Labour Mobility provision removed the specific requirement of hours for Canadian applicants registered in other Canadian jurisdictions.

d) Describe how your organization ensures that information used in the assessment about educational systems and credentials of applicants from outside Canada is current and accurate.

The College ensures that documentation concerning the applicant's educational system, credentials and employment are received directly from the official source. For example, the College requests that, if possible, transcripts be provided directly from the official source to the College.

The College, upon receiving the documentation, ensures that the documents contain the appropriate seals and/or signatures based on a repository of documents on site.

College staff have received training and education on assessing the authenticity of documentation which assists in the identification of accurate and current documentation. Staff carry out research on education facilities using the internet, documentation obtained directly from the schools, and communications with other regulatory boards.

Information provided by the applicant can create processes that require us to conduct research and consult other jurisdictions in ensuring assessments are accurate.

e) Describe how previous assessment decisions are used to assist in maintaining consistency when assessing credentials of applicants from the same jurisdictions or institutions.

The database used at the College contains in part a repository of education program information that has

been collected over a number of the years. The database retains the results of prior competency assessments of educational programs.

Results of the assessments are stored in the database for use in assessing applicants that have applied with a program that has previously been assessed.

If a program is reviewed and approved, the information is captured and the next applicant from the same program is assessed based on the previous assessment.

Documents of previous assessments are also available to staff for reference. Comparison often helps even in checking authenticity of documentation submitted by applicants.

Programs are not always the same, individual courses could differ. The completion of a program or graduation alone will not determine the outcome, the content of the program and program level factor into the assessment.

f) Explain how the status of an institution in its home country affects recognition of the credentials of applicants by your organization.

A program is required to be recognized in the jurisdiction if a regulatory body exists. If the program is not recognized in the that jurisdiction then the applicant does not meet one of the requirements for registration. If the applicant completed their program in a jurisdiction that does not have a regulatory body then this would require a referral to the Registration Committee for a decision.

g) Describe how your organization accommodates applicants with special needs, such as visual impairment.

All applicants are provided with an opportunity to request special accommodations for an exam.

The documentation that the College requests once a special accommodation request has been received is dependent upon the request and may include, for example, a diagnosis from a specialist for those requesting special accommodations due to a medical condition or impairment, or a psycho-educational assessment for those who are requesting special accommodation arising from a learning disability.

The specialist's information will indicate a diagnosis and a recommendation regarding what special accommodations are necessary to assist the applicant and how the accommodation might compensate for the disadvantage(s) that may be faced by the applicant if they did not receive special accommodation.

As mentioned earlier the types of accommodation provided are:

- a) Separate Room
- b) Time and a Half extra time
- c) Double time extra time
- d) Reader
- e) Recorder
- f) Software assisted reader

g) Calculator

All requests are handled on a case-by-case basis and the privacy of the individual applicant is protected at all times.

The website provides information to applicants with special needs about how to access College resources.

h) State the average length of time required to complete the entire registration process, from when the process is initiated to when a registration decision is issued.

The average length of time has not been calculated as there is a significant amount of time in obtaining documentation and for an applicant to meet a requirement (i.e. pass the exam) that is not within the control of the College but rather in the control of the applicant and third parties (education facilities, employers, translators, and other registering bodies).

Currently on average it takes approximately 3 months to receive program information from third parties for international applicants following payment of application fees.

Within 3 months of receiving the applicant's program information and transcripts, the College will indicate whether the applicant has met the program requirement and is eligible to write the examination. If the applicant does not meet the program requirement they are updated about the status of their application and asked to submit information about any additional education they may have completed and their work experience. Once the College receives this additional information a competency assessment will be performed to determine whether they meet the education requirement. If the applicant meets the program requirement they are told that they are eligible to write the registration examination and are informed about the examination dates and deadlines.

If the applicant does not meet the requirement they are informed that their application is being referred to the Registration Committee and provided with 30 days to make submissions, unless they request additional time.

If an applicant's application is sent to the Registration Committee they can expect a Registration Committee decision letter to be sent to them within 30 days from the date that they make their final decision.

Within 15 business days of the College receiving confirmation that the applicant has met the registration requirements and the applicant has submitted all of the required documentation and has paid the required fees they will be registered.

i. State whether the average time differs for internationally trained individuals.

Average time for registration of an internationally educated applicant from initiation of the registration process may vary.

ii. If the average time differs for internationally trained individuals, state whether it is greater or less than the average for all applicants, and the reasons for the difference.

International Applicants and Canadian applicants who are not registered in another province may take longer to register than Ontario applicants for the following reasons:

Non-Ontario Applicants require:

- 1) verification of their education program from the school which takes time to receive and validate documentation as it is up to the school to provide, while Ontario Applicants programs are approved prior to students being enrolled in them;
- 2) verification of their practice from current and past employer(s) takes time to receive and validate documentation as it is up to the employer to provide, while Ontario Applicants practice is usually contained in their approved program;
- 3) fluency in English or French may require passing a test, while Ontario Applicants meet this by graduating from an approved Ontario program;
- 4) International applicants exam pass rates are usually lower than Ontario applicants particularly due to communication issues; The number of opportunities and the timing of examinations also could delay the process;
- 5) general retrieval of documentation takes time to communicate, clarify, receive and validate;
- 6) translation may be required of documents received from third parties;
- 7) if the program has not previously been assessed, a competency assessment will be performed to determine whether the entry to practice competencies can be found in the applicant's initial nursing program; and
- 8) if the applicant's initial nursing program has not been deemed equivalent to an Ontario program, the applicant's initial nursing program, additional education and/or work experience will be assessed to determine whether the entry to practice competencies can be identified.

i) If your organization conducts credential assessments:

i. Explain how you determine the level (e.g., baccalaureate, master's, Ph.D.) of the credential presented for assessment.

The College uses competency based credential assessments to supplement competency assessments.

ii. Describe the criteria that are applied to determine equivalency.

The College analyzes the applicant's transcripts and course descriptions to determine if the competency elements are present.

With the assistance of educators (University and College partners), the College has been able to summarize the competencies in programs offered in Ontario into elements.

The College employs Entry to Practice Assessors that will review the applicant's initial program, by considering their transcripts, course descriptions and any additional materials the applicant may provide, to determine whether the Entry to Practice competencies can be identified in their program.

The presence of these elements in the programs completed by Internationally Educated Nurse applicants is used for meeting the competencies and for determining the equivalency to a current program in Ontario. If the program does not meet the requirement the applicant is allowed to demonstrate that the basic program and any additional nursing education and/or practice is equivalent to a current Ontario program for registration by completing a Competency Assessment Supplement. Instructions are provided to assist the applicant. As well, applicants can request assistance from their assigned Registration Administrator.

iii. Explain how work experience is taken into account.

It is only when the program on its own is not equivalent to current Ontario education program that work experience is assessed into meeting the program requirement.

j) If your organization conducts competency assessment:

i. Describe the methodology used to evaluate competency.

The College analyzes the applicant's transcripts and course descriptions to determine if the competency elements are present. This assessment is done by the Entry to Practice (ETP) assessors who analyze the transcripts, course descriptions and any additional materials that the applicant may provide, and compares that to the national competencies and the indicators. The assessment will determine if the competencies are met, partially met or not met. If major competencies are not met or only partially met the applicant's practice and additional education if any is also assessed.

For applicants whose program is not deemed equivalent to an approved Ontario baccalaureate in nursing for Registered Nurse applicants or an approved diploma in nursing for Registered Practical Nurse applicants, their program is also reviewed to determine which competencies may be absent from their transcripts and other supporting documents. RN applicants who do not meet the program requirement are informed that they can apply as RPNs and whether their initial nursing program meets the RPN competencies.

The Registered Nurse and Registered Practical Nurses applicants who have completed additional education or work experience in nursing are asked to complete and submit a CAS. Applicants are asked to complete the table in order to provide evidence of the nursing competencies in their work experience and/or additional education.

The Entry to Practice Assessor will review the applicant's initial nursing program, additional education and work experience, along with the applicant's CAS to determine whether they meet the Entry to Practice Competencies.

ii. Explain how the methodology used to evaluate competency is validated, and how often it is validated.

The Entry to Practice Department at the College remains current and acts as a resource in constructing and developing competencies in the nursing profession. They are also entrusted with communicating these competencies to the education groups in the province.

The College has formed strong relationships with nursing educators and institutions of higher education also involved in the development of nursing competencies and nursing programs. The educators ensure that the competencies identified by the College are included in the programs for both RN - BSN programs and the PN - diploma programs.

The competencies that are engaged to determine program equivalence for both national and international applicants are frequently reviewed by the College's Entry to Practice Department to ensure currency and

validity to Ontario Nursing.

When competencies change or are amended, the Entry to Practice Department reviews the evaluation process to ensure that they are taken into account.

Inter rater reliability is also achieved by comparison of ratings conducted by ETP assessors. Regular discussions and meetings of the assessor group contribute to exchange of views, concepts and contributes to the validity of the process. As well, the assessors network nationally with other jurisdictions to collaborate in assessment processes.

iii. Explain how work experience is used in the assessment of competency.

The ETP assessors assess work related competencies. If a program is found not to be equivalent, the assessors rely on job descriptions, role profiles and the CAS to analyze the job related functions to determine if the competencies missing in the program can be identified. If these competencies are present the assessor is able to deem the individual applicant as having met the program requirement.

The applicant is offered an opportunity to submit any documents they believe may be helpful to the Registration Committee in assessing their applications.

The Registration Committee reviews all of these documents when completing an assessment of competency.

k) If your organization conducts prior learning assessment:

i. Describe the methodology used to evaluate prior learning.

The College does not have a formal prior learning assessment as offered through an educational institution. Currently the College has a paper based prior learning assessment done by a specialized work group.

Applicants are encouraged to submit additional documents they would like reviewed by the Registration Committee.

Some common examples of documents submitted by applicants include job descriptions, employer references, course descriptions and a CAS. These items are first reviewed by the Entry to Practice assessors for RN, RPN and NP applicants. The assessor's opinion regarding competency equivalency is then provided to the Registration Committee.

The Registration Committee reviews all applicant documentation to decide whether the applicant has evidence of the required competencies and then determines equivalency.

ii. Explain how the methodology used to evaluate prior learning is validated, and how often it is

validated.

The Entry to Practice team at the College remains up to date and acts as a resource in constructing and developing competencies in the nursing profession. They are also entrusted in communicating these competencies to the education groups in the province.

The College has formed strong relationships with nursing educators and institutions of higher education also involved in the development of nursing competencies and nursing programs. The educators ensure that the competencies identified by the College are included in the programs for both RN - BSN programs and the PN - diploma programs.

The competencies that are engaged to determine program equivalence for both national and international applicants are frequently reviewed by the College's Entry to Practice Department to ensure currency and validity.

When competencies change or are amended, the Entry to Practice Department reviews the evaluation process to ensure that they are taken into account.

Inter rater reliability is also achieved by comparison of rating conducted by ETP assessors. Regular discussions and meetings of the assessor group contribute to exchange of views, concepts and contributes to the validity of the process. As well, the assessors network nationally with other jurisdictions to collaborate in assessment processes.

iii. Explain how work experience is used in the assessment of prior learning.

As explained in (i) above all documentation including work experience is evaluated by the College staff and the Registration Committee. The applicant is also provided an opportunity to explain in his/her own terms as to how they meets the entry level competencies and can draw from their education (nursing and non-nursing) and their work experience. The applicant's job descriptions and employer references are reviewed by both the Entry to Practice Assessors and the Registration Committee for evidence of the competencies required for either Registered Nurses, Registered Practical Nurses and Nurse Practitioners.

The applicant's application is also reviewed by the Registration Committee for evidence of the competencies.

l) If your organization administers examinations:

i. Describe the exam format, scoring method and number of rewrites permitted.

The exams are in multiple choice format.

Pass marks are set using the modified Angoff method.

Three (3) rewrites are permitted (according to regulation).

ii. Describe how the exam is tested for validity and reliability. If results are below desired levels, describe how you correct the deficiencies.

The exams are national examinations provided by a third party vendor (Canadian Nurses Association for RNs and Assessment Services Inc. for RPNs). Nurse Practitioner (NP) exams are based on specialties. CNA provides the Family all ages examination and American Nurse Credentialing Center (ANCC) has examinations for Adult and Paediatric specialties. The College's Council has also approved other examinations as equivalent for the NP class.

All Canadian jurisdictions (except Quebec) participate in the blueprint development, item writing, and exam review. Validation and reliability testing is done by Psychometricians at the third party vendor. Exams are not administered if found not valid or reliable. An Examination Administration Committee (composed of representatives from the participating jurisdictions, including the CNO) reviews the item bank and sets exams pass scores using the modified Angoff method.

Jurisdictional reviews also occur to ensure that jurisdictional issues are addressed.

After each examination feedback is provided to Ontario schools as to the performance of their candidates, the information provided is limited by privacy and confidentiality legislation.

iii. State how often exam questions are updated and the process for doing so.

Questions are retired based upon changes to the blueprint, which is reviewed every five years.

Questions are retired based on frequency of use and validity testing. In retiring the questions the examination committee takes into consideration the usage of the questions and its value.

Experimental questions are tested through every sitting and the examination committee reviews the performance by candidates before adding them to the official item bank.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

*** SAME AS LAST YEAR ***

There have been no changes to registration practices this year.

Third-Party Organizations (9 / 13)

a) List any third-party organizations (such as language testers, credential assessors or examiners) relied upon by your organization to make assessment decisions.

Language Testers: TSE, TFI, TOEFL, TOEIC, IELTS, CELBAN, MELAB

Canadian Nurses Association (CNA) - Registered Nurse Examination and NP Family All ages examination

Assessment Strategies Incorporated (ASI) - Registered Practical Nurse Examination

ANCC for Nurse Practitioner Specialties - Adult and Paediatrics.

b) Explain what measures your organization takes to ensure that any third-party organization that it relies upon to make an assessment:

i. provides information about assessment practices to applicants

Information is available in the Application Guides and the Website of the College, additionally on the website of the different bodies such as WES, TOEFL org, IELTS org, CNA and ASI.

The list of language testers are available and the score required to meet the requirement are on the website and in guides that accompany an application package.

The applicant is provided with minimum pass scores for the different tests. Most of these tests are internationally available and applicants can write these tests in the country of origin.

Examination information is available on our website, facts sheets and links to CNA and ASI websites are also provided. The College participates in the development of all aspects of the exam.

The College periodically reviews websites of the third party organizations to ensure that information provided is sufficient. CNA and ASI the examination third party provided meets regularly with the College and they provide updates on what changes have been incorporated on their website.

ii. utilizes current and accurate information about qualifications from outside Canada

Our regular interactions with CNA and ASI ensures that these organization stay current with the Colleges needs.

The languages testing agencies are contacted by the College when changes are made to the scores or testing mechanisms changed. Recently the College led a national work group to benchmark the language scores for the different tests. This exercise provided us an opportunity to work with all these organizations rather closely.

iii. provides timely decisions, responses and reasons to applicants

Exam results are provided to the College based on a preset calendar.

Exam results are distributed to applicants by the College.

Language testing is between the applicant and the testing facility.

The results of the language test are sent by the testing facility to the College directly.

iv. provides training to individuals assessing qualifications

*** SAME AS LAST YEAR ***

not applicable

v. provides access to records related to the assessment to applicants

*** SAME AS LAST YEAR ***

not applicable

vi. accommodates applicants with special needs, such as visual impairment

*** SAME AS LAST YEAR ***

not applicable

c) If your organization relies on a third party to conduct credential assessments:

i. Explain how the third party determines the level (e.g., baccalaureate, master's, Ph.D.) of the credential presented for assessment.

*** SAME AS LAST YEAR ***

ii. Describe the criteria that are applied to determine equivalency.

*** SAME AS LAST YEAR ***

iii. Explain how work experience is taken into account.

*** SAME AS LAST YEAR ***

d) If your organization relies on a third party to conduct competency assessments:

i. Describe the methodology used to evaluate competency.

*** SAME AS LAST YEAR ***

ii. Explain how the methodology used to evaluate competency is validated, and how often it is validated.

*** SAME AS LAST YEAR ***

iii. Explain how work experience is used in the assessment of competency.

*** SAME AS LAST YEAR ***

e) If your organization relies on a third party to conduct prior learning assessments:

i. Describe the methodology used to evaluate prior learning.

*** SAME AS LAST YEAR ***

ii. Explain how the methodology used to evaluate prior learning is validated, and how often it is validated.

*** SAME AS LAST YEAR ***

iii. Explain how work experience is used in the assessment of prior learning.

*** SAME AS LAST YEAR ***

f) If your organization relies on a third party to administer examinations:

i. Describe the exam format, scoring method and number of rewrites permitted.

*** SAME AS LAST YEAR ***

ii. Describe how the exam is tested for validity and reliability. If results are below desired levels, describe how you correct the deficiencies.

*** SAME AS LAST YEAR ***

iii. State how often exam questions are updated and the process for doing so.

*** SAME AS LAST YEAR ***

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

*** SAME AS LAST YEAR ***

There have been no changes to registration practices this year.

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Training (10 / 13)

a) Describe the training that your organization provides to:

i. individuals who assess qualifications

Staff attend regular educational sessions at conferences that related to IEN programs and accreditation programs. As well, staff collaborate and network with other jurisdictions to discuss best practices as they related to competency assessments of internationally educated programs.

ii. individuals who make registration decisions

Orientation for the Registration Committee usually takes place in June every year. Legal counsel that has expertise in registration regulations provides orientation to the committee. Ongoing education is provided to committee members as required throughout the year. For example, in July 2012,

annual orientation for the committee consisted of legal counsel and College staff reviewing the legislation applicable to registration requirements, committee decision-making, the role of the committee, procedural fairness, bias, relevant case law, human rights implications, policy implications and other issues.

iii. individuals who make internal review or appeal decisions

Staff involved in internal review or appeal decisions attend educational sessions from legal counsel. As well, staff will collaborate with legal counsel and with other colleagues within the CNO for assistance in review and/or appeal decisions.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

*** SAME AS LAST YEAR ***

There have been no changes to registration practices this year.

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Agreements on the Recognition of Qualifications (11 / 13)

Examples of agreements on the recognition of professional qualifications include mutual recognition, reciprocity and labour mobility agreements. Such agreements may be national or international, between regulatory bodies, associations or jurisdictions.

a) List any agreements on the recognition of qualifications that were in place during the reporting period.

Through the Agreement for Internal Trade (AIT), the College recognizes the following based on current active registration in another Canadian jurisdiction in the same class:

- a) program
- b) exam
- c) fluency

Internationally educated nurses registered in another Canadian jurisdiction do not need to have their programs assessed for entry to practice competencies. Applicants are accepted based on the assessment completed by the other jurisdiction.

Internationally educated nurses registered in France have an agreement with Quebec RN Board, in that applicants do not need to write the provincial Quebec (OIIQ) registration exam. Once registered in Quebec, they are able to register in Ontario without writing the registration exam through Labour Mobility Act, (AIT).

Quebec RPN's with full registration in Quebec need to provide evidence of clinical and theory in obstetrics and paediatrics prior to registration in Ontario. They do not need to write the registration exam for Ontario (CPNRE)

b) Explain the impact of these agreements on the registration process or on applicants for registration.

Quebec RPN's seeking registration in Ontario who do not have obstetrics and paediatrics in their nursing program are required to complete the clinical and theory components prior to registration. This education can be done in Quebec and/or Ontario.

RPN's not currently registered in Quebec need to provide evidence of obstetrics and paediatrics and must also write the registration exam.

The Labour Mobility Act (AIT) does not apply for Applicants who do not have current or active registration in another Canadian jurisdiction, or are in the non-practicing class.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

As of June 22, 2012, labour mobility provisions took effect in our registration regulation.

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Data Collection (12 / 13)

Languages in which application information materials are available

a) Indicate the languages in which application information materials were available in the reporting year.

Language	Yes/No
English	Yes
French	Yes

Other (please specify)

n/a

Paid staff employed by your organization

b) In the table below, enter the number of paid staff employed by your organization in the categories shown, on December 31 of the reporting year.

When providing information for each of the categories in this section, you may want to use decimals if you count your staff using half units. For example, 1 full-time employee and 1 part-time employee might be equivalent to 1.5 employees.

You can enter decimals to the tenths position only. For example, you can enter 1.5 or 7.5 but not 1.55 or 7.52.

Category	Staff
Total staff employed by the regulatory body	187
Staff involved in appeals process	3
Staff involved in registration process	19.5

Countries where internationally educated applicants were initially trained

c) In the following table, enter the top source countries where your applicants¹ were originally trained in the profession (**excluding** Canada), along with the number of applicants from each of these source countries.

Enter the country names in descending order. (That is, enter the source country for the greatest number of your applicants in the top row, the source country for the second greatest number in the second row, etc.)

Use the dropdown menu provided in each row to select the country.

Note that only one country can be reported in each row. If two or more countries are tied, enter the information for these tied countries in separate rows.

Country of training (Canada excluded)	Number of applicants in the reporting year
Philippines	2216
India	2155
Nigeria	155
China	92
U.K.	72

Korea	60
Nepal	53
Jamaica	51
Pakistan	51
Iran	44

¹Persons who have applied to start the process for entry to the profession.
 Select "n/a" from the drop-down list if you do not track this information. Enter "0" in a "Number of applicants" field if you track the information, but the correct value is zero.

Jurisdiction where members were initially trained

d) Indicate where your members² were initially trained in the profession (use only whole numbers; do not enter commas or decimals).

The numbers to be reported in the **Members** row are the numbers on December 31st of the reporting year. For example, if you are reporting registration practices for the calendar year 2009, you should report the numbers of members in the different categories on December 31st of 2009.

	Jurisdiction where members were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)					
	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Members on December 31st of the reporting year	139635	4718	1533	16675	24	162585

² Persons who are currently able to use the protected title or professional designation of the profession.

Enter "n/a" if you do not track this information. Enter "0" if you track the information, but the correct value is zero.

Additional comments:

Applications your organization processed in the past year

e) State the number of applications your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).

	Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)					
from January 1st to December 31st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
New applications received	10458	551	185	5517	0	16711
Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)	10443	998	511	14316	0	26268
Inactive applicants (applicants who had no contact with your organization in the reporting year)	487	475	272	4557	0	5791
Applicants who met all requirements and were authorized to become members but did not become members	291	206	23	24	0	544
Applicants who became FULLY registered members	7736	551	116	1761	0	10164
Applicants who were authorized to receive an alternative class of licence³ but were not issued a licence	0	0	0	0	0	0
Applicants who were issued an alternative class of licence³	2676	16	6	1	0	2699

³ An alternative class of licence enables its holder to practise with limitations, but additional registration requirements must be met in order for the member to be fully licenced. Please list and describe below the alternative classes of licence that your organization grants, such as student, intern, associate, provisional or temporary.

Enter "n/a" if you do not track this information. Enter "0" if you track the information, but the correct value is zero.

Additional comments:

	Class of licence	Description
a)	Temporary Registration	<div style="border: 1px solid black; padding: 10px;"> <p>Applicants have the opportunity to apply to the Temporary Class. This registration is for a short-term measure enabling members of either category (RN or RPN) to practise until they register in the General Class. This Class of registration is available to individuals who have met all the requirements for registration except the successful completion of the national examination. Temporary Registration is limited to six months and permits members to perform procedures within the three controlled acts authorized to nursing if they are ordered by an authorized health care professional.</p> </div>
b)	Special Assignment	<div style="border: 1px solid black; padding: 10px;"> <p>This is a short-term, non-renewable registration for individuals (usually from outside Canada) who have an appointment or assignment as an RN or RPN with an approved facility and who do not plan to stay in Ontario for more than one year. Individuals in this class can only practise within the scope of their appointment and only under defined terms, conditions or limits. Nurses from other jurisdictions who are brought in on an interim basis to assist during an emergency can also be registered as part of the Special Assignment Class.</p> </div>
c)		<div style="border: 1px solid black; height: 40px;"></div>
d)		<div style="border: 1px solid black; height: 40px;"></div>

e)		<input type="text"/>
f)		<input type="text"/>
g)		<input type="text"/>
h)		<input type="text"/>
i)		<input type="text"/>
j)		<input type="text"/>

Reviews and appeals your organization processed in the past year

f) State the number of reviews and appeals your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).

from January 1 st to December 31 st of the reporting year	Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)					
	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applications that were subject to an internal review or that were referred to a statutory committee of your governing council, such as a Registration Committee	336	18	23	1434	0	1811
Applicants who initiated an appeal of a	35	1	1	35	0	72

registration decision						
Appeals heard	10	0	0	2	0	12
Registration decisions changed following an appeal	0	0	0	0	0	0

Enter "n/a" if you do not track this information. Enter "0" if you track the information, but the correct value is zero.

Additional comments:

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

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Certification (13 / 13)

I hereby certify that:

- i. I have reviewed the information submitted in this Fair Registration Practices Report (the "Report").
- ii. To the best of my knowledge:
 - all information required to be provided in the Report is included; and
 - the information contained in the Report is accurate.

Name of individual with authority to sign on behalf of the organization: Anne Coghlan

Title: Executive Director and CEO

Date: March 1, 2013

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